



YORLMC LIMITED

DISPUTE RESOLUTION POLICY: LMC MEMBERS & BOARD, YORLMC LTD

YOR Local Medical Committee Limited (YORLMC Ltd) works in conjunction with Bradford & Airedale Local Medical Committee (BA LMC) and North Yorkshire Local Medical Committee (NY LMC) and is the professional voice for all NHS GPs and practice teams across the areas of North Yorkshire, the City of York, Bradford, Airedale, Wharfedale & Craven districts. YORLMC Ltd is a gateway to pastoral care and provides personal and confidential support for GPs and practices in difficulty or experiencing major change. It also provides personal advice and support for practices on a wide range of issues.

In addition to the provisions set out in the YOR LMC Constitution at clause 1.5 (disqualification) and the YOR Local Medical Committee Limited memorandum and articles of association at clause 36 (disqualification of members of the board), a member ('**Defaulting Member**') may be disqualified if that Defaulting Member acts or fails to act in accordance with the standards expected in his/her role and those actions or inactions cause, or potentially cause damage/loss to the LMC or YOR LMC Limited including but not limited to reputational damage.

There are two LMC Committees within YORLMC Ltd; North Yorkshire LMC and Bradford and Airedale LMC and therefore in the event of any dispute or potential disqualification in respect of a Committee member, the matter will be referred to the Chair and Deputy Chair of the LMC committee of which the Defaulting Member is not a member ('**The Panel**')

The Panel will be convened within 28 days of evidence being submitted (such evidence to be submitted within 14 working days of the dispute having being communicated to the Defaulting Member), and shall render a decision and such decision of the panel shall be binding.

In respect of any dispute within the YOR LMC Board in respect of any Director(s) the matter shall be considered and dealt with by the remaining members of the Board as long as the remaining members of the Board are quorate.

The Board will be convened within 28 days of evidence being submitted (such evidence to be submitted within 14 working days of the dispute having being communicated to the Defaulting Member), and shall render a decision and such decision of the Board shall be binding.

In either case the Panel or the Board shall inform the Defaulting Member of the date time and venue of when the dispute shall be considered and the Defaulting Member shall be entitled to attend and bring a colleague who is an advocate of their choice.

The Panel or the Board shall make a decision within 5 working days of the matter being heard and shall communicate their decision to the Defaulting Member within 5 working days of the matter being heard by the Panel or the Board.

YOR Local Medical Committee Limited (YORLMC Ltd)

Registered office: First Floor, 87-89 Leeds Road, Harrogate, North Yorkshire, HG2 8BE

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Registered as a Company limited by Guarantee. Registered in England No. 6349731.

Chief Executive: Mrs. Angela Foulston

Medical Secretary: Dr. Brian McGregor

Date	Author	Document History
July 2019	Corporate Affairs Team, YORLMC Ltd	Reviewed and agreed, Board, YORLMC Ltd
Feb 2020	As above	Reviewed and agreed, Board, YORLMC Ltd
Nov 2020	As above	Reviewed and agreed, Board, YORLMC Ltd
Oct 2021	As above	Copyright information added, pronouns updated
Nov 2021	As above	Updated introductory paragraph
Feb 2022	As above	Copyright updated
Mar 2022	As above	Updated introductory paragraph
Jan 2023	Amendments by LMC Law	Policy refresh
July 2023	Amendments by LMC Law	Policy additional updates